

*Attn:
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PUBLIC LAW 10-35

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COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS *11-10-96*

FRIOLAN C. TENORIO
Governor

JESUS C. BORJA
Lt. Governor

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Saipan, MP 96950
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21 OCT 1996

The Honorable Jesus R. Sablan
President of the Senate
Tenth Northern Marianas
Commonwealth Legislature
Saipan, MP 96950

The Honorable Diego T. Benavente
Speaker, House of Representatives
Tenth Northern Marianas
Commonwealth Legislature
Saipan, MP 96950

Dear Mr. President and Mr. Speaker:

This is to inform you that I am signing into law H.B. No. 10-282, the "CNMI Public School Reclassification and Compensation Act of 1996".

This Act will equalize the salaries and benefits of all teachers in our system. At the present time, off-island hires receive a housing allowance, while locally hired teachers do not. By making the housing allowance part of the teachers' salaries, this bill assures that all teachers and teachers' aides will receive equal pay regardless of origin.

I note in passing that this bill gives a pay increase of \$700 per month per teacher. Off-island hires will have to give up their housing allowances in order to receive this increase, but since those housing allowances are in the range of \$400 to \$600 per month, they, too, will get a net pay increase.

Because this bill gives an effective across-the-board pay raise for all teachers, it could not be signed into law until the passage of P.L. 10-34. Now that we have funds available, though, we can afford to do this.

I am very pleased to be signing this bill into law. This bill will become law as P.L. 10-35.

Sincerely yours,

Jesus C. Borja
JESUS C. BORJA
Acting Governor

HOUSE OF REPRESENTATIVES

TENTH NORTHERN MARIANAS COMMONWEALTH LEGISLATURE
SECOND SPECIAL SESSION, 1996

Public Law No. 10-35

HOUSE BILL NO. 10-282

AN ACT

To amend the Public School System Classification and Compensation Guidelines from 1 CMC §8213 so as to increase teacher and teacher aide salaries to be competitive with such salaries nationwide, as a means to recruit and retain qualified educators for the CNMI.

Offered by Representatives:

Jesus T. Attao,

Heinz S. Hofschneider, David M. Apatang, Stanley T. Torres, Oscar M. Babauta, and Manuel A. Tenorio

Date: September 12, 1996

HOUSE ACTION

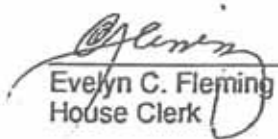
Standing Committee Report: None

First and Final Reading: September 17, 1996

SENATE ACTION

Standing Committee Report: None

Second and Final Reading: October 17, 1996


Evelyn C. Fleming
House Clerk

Public Law No. 10-35

TENTH NORTHERN MARIANAS COMMONWEALTH LEGISLATURE

H.B. NO. 10-282

SECOND REGULAR SESSION, 1996

AN ACT

To amend the Public School System Classification and Compensation Guidelines from 1 CMC §8213 so as to increase teacher and teacher aide salaries to be competitive with such salaries nationwide, as a means to recruit and retain qualified educators for the CNMI.

BE IT ENACTED BY THE TENTH NORTHERN MARIANAS COMMONWEALTH LEGISLATURE:

1 Section 1. Short Title. This Act may be known and cited as the "CNMI Public School
2 System Reclassification and Compensation Act of 1996".

3 Section 2. Findings. The Legislature finds that there is a pressing need to increase
4 teacher salaries so that the CNMI can recruit and retain qualified teachers. Further, the
5 Legislature finds that a one-item across the board upward salary adjustment of \$700 per month
6 per certified teacher (must possess at least a baccalaureate degree from a U.S. accredited college)
7 and a one-time upward salary adjustment of \$350 per month per teacher aide (with additional
8 incremental payment for every fifteen credit hours earned that will total to an additional \$350 per
9 month available once a baccalaureate degree is obtained) is necessary to be competitive with
10 average teacher salaries in the mainland.

11 Section 3. Amendment. 1 CMC §8213 is hereby amended to add a new subsection (d)
12 as follows:

13 "(d) The Classification and Compensation Guidelines for the Public School
14 system as approved by the Legislature through 1 CMC §8213 are hereby repealed and as
15 a result, teachers and teachers aides in the Public School System shall hereafter be paid as
16 provided in the incorporated new salary schedule (See Attachment "A"); such attached
17 salary schedule is hereby incorporated as part of this Act by reference herein. This new
18 salary schedule for teachers and teachers aides shall not take effect until after sufficient
19 funds are appropriated for this purpose. Further, as stated in the saving clause of this
20 Act, for teachers and teachers aides that are employed on a contractual basis, such
21 increases shall take effect not only after the aforementioned appropriation, but also, only
22 after such teachers and teacher aides have entered into a new contractual agreement that

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HOUSE BILL NO. 10-282

1 reflects this new salary schedule in accordance with any applicable rules and regulations
 2 as promulgated by the Board of Education to implement such increases. Teachers and
 3 teacher aides that receive this salary increase, whether they are on-island or off-island
 4 hires, and regardless of whether or not they are hired on a contractual basis, shall not
 5 receive any kind of housing benefit(s) in addition to their salaries."

6 Section 4. Severability. If any provision of this Act or the application of any such
 7 provision to any person or circumstance should be held invalid by a court of competent
 8 jurisdiction, the remainder of this Act or the application of its provisions to persons or
 9 circumstances other than those to which it is held invalid shall not be affected thereby.

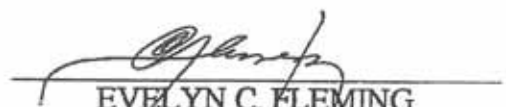
10 Section 5. Savings Clause. This Act and any repealer contained herein shall not be
 11 construed as affecting any existing right acquired under contract or acquired under statutes
 12 repealed or under any rule, regulation or order adopted under the statutes. Repealers contained
 13 in this Act shall not affect any proceeding instituted under or pursuant to prior law. The
 14 enactment of this Act shall not have the effect of terminating, or in any way modifying, any
 15 liability, civil or criminal, which shall already be in existence at the date this Act becomes
 16 effective.

17 Section 6. Effective Date. This Act shall take effect upon its approval by the Governor
 18 or upon its becoming law without such approval.

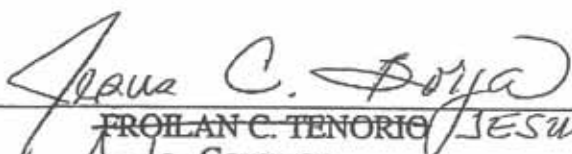
CERTIFIED BY:

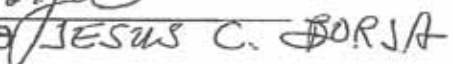
ATTESTED BY:


 DIEGO T. BENAVENTE
 Speaker
 House of Representatives


 EVELYN C. FLEMING
 House Clerk

APPROVED this 21st day of OCTOBER, 1996


 FROILAN C. TENORIO
 Actg. Governor
 Commonwealth of the Northern Mariana Islands


 JESUS C. BORJA

HP 10-282

MAIL

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ATTACHMENT "A"

BASED ON P.L. 7-31

PAY LEVEL	MINIMUM RATE (1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
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TEACHER AIDES - PLUS \$4,200 PER ANNUM

(15) I	HOURLY	7,712	7,996	8,295	8,608	8,937	9,282	9,644	10,025	10,424	10,844	11,285
	BIWEEKLY	617.00	639.67	663.56	688.60	714.95	742.53	771.54	801.98	833.95	867.56	902.80
	ANNUAL	16,041.97	16,631.54	17,252.98	17,903.64	18,588.82	19,305.87	20,060.10	20,851.51	21,682.77	22,556.51	23,472.74
(PERCENT INCREASE)		35.4671%	33.7650%	32.1765%	30.6488%	29.1893%	27.8038%	26.4815%	25.2229%	24.0237%	22.8802%	21.7924%

(18) II	HOURLY	8,395	8,608	8,937	9,282	9,644	10,025	10,424	10,844	11,285	11,747	12,232
	BIWEEKLY	663.58	688.60	714.95	742.53	771.54	801.98	833.95	867.56	902.80	939.77	978.59
	ANNUAL	17,252.98	17,903.64	18,588.82	19,305.87	20,060.10	20,851.51	21,682.77	22,556.51	23,472.74	24,434.21	25,443.30
(PERCENT INCREASE)		32.1766%	30.6488%	29.1893%	27.8038%	26.4815%	25.2229%	24.0237%	22.8802%	21.7924%	20.7570%	19.7709%

(20) III	HOURLY	8,937	9,282	9,644	10,025	10,424	10,844	11,285	11,747	12,232	12,742	13,276
	BIWEEKLY	714.95	742.53	771.54	801.98	833.95	867.56	902.80	939.77	978.59	1,019.34	1,062.04
	ANNUAL	18,588.82	19,305.87	20,060.10	20,851.51	21,682.77	22,556.51	23,472.74	24,434.21	25,443.30	26,502.94	27,613.14
(PERCENT INCREASE)		29.1893%	27.8038%	26.4815%	25.2229%	24.0237%	22.8802%	21.7924%	20.7570%	19.7709%	18.8316%	17.9366%

CLASSROOM TEACHERS/DEVELOPMENTAL - PLUS \$8,400 PER ANNUM

(21) IV	HOURLY	11,301	11,664	12,044	12,444	12,864	13,304	13,766	14,252	14,761	15,295	15,858
	BIWEEKLY	904.07	933.08	963.52	995.49	1,029.10	1,064.34	1,101.31	1,140.13	1,180.88	1,223.58	1,268.62
	ANNUAL	23,505.87	24,260.10	25,051.51	25,882.77	26,756.51	27,672.74	28,634.11	29,643.30	30,702.94	31,813.34	32,984.23
(PERCENT INCREASE)		55.6075%	52.9631%	50.4459%	48.0473%	45.7603%	43.5849%	41.5143%	39.5419%	37.6532%	35.8773%	34.1682%

CLASSROOM TEACHERS - PLUS \$8,400 PER ANNUM

(27) V	HOURLY	13,419	13,887	14,378	14,893	15,436	16,004	16,602	17,230	17,888	18,580	19,307
	BIWEEKLY	1,075.52	1,110.95	1,150.25	1,191.42	1,234.85	1,280.36	1,328.13	1,378.36	1,431.06	1,486.41	1,544.53
	ANNUAL	27,911.46	28,884.60	29,906.41	30,976.96	32,106.21	33,289.35	34,531.39	35,837.44	37,207.51	38,646.74	40,157.68
(PERCENT INCREASE)		43.0516%	41.0064%	39.0581%	37.2061%	35.4338%	33.7494%	32.1452%	30.6151%	29.1591%	27.7716%	26.4503%

(28) VI	HOURLY	13,887	14,378	14,893	15,436	16,004	16,602	17,230	17,888	18,580	19,307	20,070
	BIWEEKLY	1,110.95	1,150.25	1,191.42	1,234.85	1,280.36	1,328.13	1,378.36	1,431.06	1,486.41	1,544.53	1,605.59
	ANNUAL	28,884.60	29,906.41	30,976.96	32,106.21	33,289.35	34,531.39	35,837.44	37,207.51	38,646.74	40,157.68	41,745.42
(PERCENT INCREASE)		41.0064%	39.0581%	37.2061%	35.4338%	33.7494%	32.1452%	30.6151%	29.1591%	27.7716%	26.4503%	25.1809%

(29) VII	HOURLY	14,378	14,893	15,436	16,004	16,602	17,230	17,888	18,580	19,307	20,070	20,871
	BIWEEKLY	1,150.25	1,191.42	1,234.85	1,280.36	1,328.13	1,378.36	1,431.06	1,486.41	1,544.53	1,605.59	1,669.71
	ANNUAL	29,906.41	30,976.96	32,106.21	33,289.35	34,531.39	35,837.44	37,207.51	38,646.74	40,157.68	41,745.42	43,412.57
(PERCENT INCREASE)		39.0581%	37.2061%	35.4338%	33.7494%	32.1452%	30.6151%	29.1591%	27.7716%	26.4503%	25.1809%	23.9914%

(30) VIII	HOURLY	14,893	15,436	16,004	16,602	17,230	17,888	18,580	19,307	20,070	20,871	21,713
	BIWEEKLY	1,191.42	1,234.85	1,280.36	1,328.13	1,378.36	1,431.06	1,486.41	1,544.53	1,605.59	1,669.71	1,737.05
	ANNUAL	30,976.96	32,106.21	33,289.35	34,531.39	35,837.44	37,207.51	38,646.74	40,157.68	41,745.42	43,412.57	45,167.30
(PERCENT INCREASE)		37.2061%	35.4338%	33.7494%	32.1452%	30.6151%	29.1591%	27.7716%	26.4503%	25.1809%	23.9914%	22.8424%